

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior

For 1st Quarter 2009 for period ending December 31, 2008

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Number of Complaints Filed	243	323	353	261	286	66
Number of Complainants	201	283	318	257	271	63
Repeat Filers	22	32	26	13	13	2
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	87	94	132	79	106	23
Color	29	42	45	36	33	8
Religion	12	10	19	10	14	3
Reprisal	124	150	188	134	139	33
Sex	97	133	132	101	103	23

National Origin	38	62	58	47	37	7
Equal Pay Act	10	9	10	4	5	0
Age	90	121	121	88	102	21
Disability	48	62	63	56	62	16
Non-EEO	0	0	3	3	6	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2004	2005	2006	2007	2008	
Appointment/Hire	37	61	48	31	43	6
Assignment of Duties	31	51	35	33	33	9
Awards	5	12	16	6	7	3
Conversion to Full-time	1	0	2	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	0
Reprimand	10	15	8	7	10	3
Suspension	10	10	12	12	8	1
Removal	1	5	6	3	2	1
Other	11	12	7	12	13	2
Duty Hours	10	8	10	12	9	1
Evaluation Appraisal	13	19	28	25	43	12
Examination/Test	0	0	1	0	1	1
Harassment						
Non-Sexual	81	106	102	101	109	23
Sexual	11	17	21	9	12	0

Medical Examination	0	1	1	0	1	1
Pay (Including Overtime)	8	12	7	5	9	2
Promotion/Non-Selection	58	55	85	45	46	13
Reassignment						
Denied	2	4	4	2	3	0
Directed	9	11	14	13	13	3
Reasonable Accommodation	15	14	19	14	17	5
Reinstatement	0	0	0	1	1	1
Retirement	2	8	3	2	3	1
Termination	17	28	31	23	16	8
Terms/Conditions of Employment	20	34	26	25	21	11
Time and Attendance	9	14	12	18	17	2
Training	11	12	16	9	12	3
Other	31	28	37	31	28	3
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Complaints pending during fiscal year						
Average number of days in investigation	221.71	224.51	277.87	301.46	338.80	258.15
Average number of days in final action	52.62	187.03	154.04	184.19	188.16	169.35

Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	211.09	221.58	278.64	297.82	343.23	244.46
Average number of days in final action	38.00	45.96	38.00	29.00	27.12	50.60
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	231.58	227.35	277.26	304.21	336.52	266.56
Average number of days in final action	73.10	227.33	259.39	306.59	289.20	260.69
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Total Complaints Dismissed by Agency	0	24	47	31	51	18
Average days pending prior to dismissal	0	133	380	425	292	331
Complaints Withdrawn by Complainants						

Total Complaints Withdrawn by Complainants				4	15	15	24	21	2			
Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data										2009Thru12-31	
	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		5		5		0	
Without Hearing	0	0	1	100	1	33	1	20	0	0	0	0
With Hearing	0	0	0	0	2	67	4	80	5	100	0	0
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2009Thru12-31	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	2004		2005		2006		2007		2008			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		3		5		5		0	
Race	0	0	0	0	0	0	3	60	1	20	0	0
Color	0	0	0	0	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	2	40	0	0
Reprisal	0	0	0	0	2	67	4	80	3	60	0	0
Sex	0	0	0	0	1	33	3	60	2	40	0	0
National	0	0	0	0	1	33	0	0	0	0	0	0

Origin												
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	0	0	0	0	0	0
Disability	0	0	1	100	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		2		4		5		0	
Race	0	0	0	0	0	0	3	75	1	20	0	0
Color	0	0	0	0	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	2	40	0	0
Reprisal	0	0	0	0	1	50	3	75	3	60	0	0
Sex	0	0	0	0	0	0	3	75	2	40	0	0
National Origin	0	0	0	0	1	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		1		1		1		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	1	100	0	0	0	0

[illegible]

[illegible]

[illegible]

Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	100	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	1	100	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2009Thru12-31				
			2004	2005	2006	2007	2008					
Total complaints from previous Fiscal Years			160	346	432	529	529	504				
Total Complainants			127	274	352	442	456	456				
Number complaints												

pending						
Investigation	4	7	30	57	31	108
ROI issued, pending Complainant's action	0	1	1	4	0	17
Hearing	4	7	30	57	31	108
Final Agency Action	21	27	46	71	91	124
Appeal with EEOC Office of Federal Operations	0	0	1	1	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2009Thru12-31
	2004	2005	2006	2007	2008	
Pending Complaints Where Investigations Exceed Required Time Frames	35	51	80	124	78	69